

	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
<b>Hard-to-Staff (School, Subject, or Placement)</b>	<p>1) CTE Teachers requiring Occupational License are placed at higher experience and education level on teacher salary schedule based on results of private sector market analysis</p> <p>2) Speech Pathologist are placed at higher experience and education level based on results of private sector market analysis</p> <p>3) Tuition Reimbursement CTE teachers requiring Occupational licensure</p>	<p>1) Compensation provided as base salary. Amount of increase dependent on course they are teaching and results of market analysis. See attached spreadsheet for placement on teacher salary schedule</p> <p>2) Compensation provided as base salary. Amount of increase dependent on numbers of years of experience. See attached spreadsheet for placement on teacher salary schedule</p> <p>3) Tuition Reimbursement</p>	<p>1) Total of 22 teachers are eligible and will receive a higher base salary</p> <p>2) Total of 22 Speech Pathologists eligible and will receive higher base salary</p> <p>3) Up to 15 per year, anticipating 5 for the 2014/2015 school year</p>	<p>1) \$152,000</p> <p>2) \$177,000</p> <p>3) 33,000</p>	<p>1) .13%</p> <p>2) 16%</p> <p>3) .03%</p>
<b>Performance</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<b>Additional Instructional Roles or Responsibilities</b>	<p>1) CMCSS will compensate certified instructors serving as Consulting Teachers</p> <p>2) CMCSS will compensate certified instructors serving as</p>	<p>1) Compensation will be a part of the teacher base pay. Consulting Teachers will receive pay for 260 days per year vs. 200 day teacher</p>	<p>1) 12 certified teachers</p> <p>2) 6 certified teachers</p> <p>3) 1 certified teacher</p> <p>4) 100 certified teachers</p> <p>5) 114 certified teachers</p>	<p>1) 204,000</p> <p>2) 102,000</p> <p>3) 67,763</p> <p>4) 100,000</p> <p>5) 114,000</p>	<p>1) .18%</p> <p>2) .09%</p> <p>3) .06%</p> <p>4) .09%</p> <p>5) .10%</p>

	<p>Technology Integration Coaches</p> <p>3) CMCSS will compensate a certified school counselor to serve as a Lead School Counselor</p> <p>4) STEM Externships</p> <p>5) CMCSS will compensate certified teachers who serve as School Information Coordinator Volunteer Coordinators and Parent Ambassadors for their schools</p> <p>6)CMCSS will compensate certified instructors working as site based induction Specialists</p> <p>7) Certified staff will be compensated for work as Wellness Coordinators</p> <p>8) Teacher professional development facilitator</p> <p>9)Instructional Curriculum Reviewers</p> <p>10) Advanced Placement Curriculum Design Team</p>	<p>calendar</p> <p>2) Compensation will be part of the teacher base pay. Integration Coaches will receive pay for 260 days per year vs. the 200 day teacher calendar.</p> <p>3) Compensation will be part of the teacher base pay. Lead Counselor will receive pay for 220 days vs.</p> <p>4) Additional pay will be added, \$500.00 for attending, \$500.00 for completing activities after externship completed.</p> <p>5) Additional pay will be added, \$1,000 per year</p> <p>6) Additional base supplement of \$450.00 will be added plus \$250.00 for each mentee</p> <p>7) Additional supplemental of \$500.00 pay will be added</p> <p>8)Additional pay added, \$150.00 up to 6 hours per summer</p> <p>9) Additional pay added, \$150.00 up to 6 hours per summer</p> <p>10) Additional pay added, \$625.00 per teacher</p>	<p>6) 65 certified teachers</p> <p>7) 38 certified teachers</p> <p>8) 55 certified teachers</p> <p>9) 225 certified teachers</p> <p>10) 8</p>	<p>6) \$118,950</p> <p>7) \$19,000</p> <p>8) \$8,250</p> <p>9) \$33,750</p> <p>10) \$5,000</p>	<p>6) .11%</p> <p>7) .02%</p> <p>8) .01%</p> <p>9) .03%</p> <p>10)less than .01%</p>
<b>Education</b>	CMCSS is revising current teacher salary schedule from 9	Compensation for Education will be a part of the teacher	All certified teachers are eligible	1) 121,020	1) .11%

	education lanes to 4 education lanes ( BA, MA, MA+30 and EDS/PHD)	base pay			
<b>Experience</b>	1) CMCSS is revising current teacher salary schedule from 23 steps to 24 steps with \$800.00 increase for each experience step	1) Compensation for each experience step will be part of base pay.	1) 238	1) 279,144	1).25%
<b>Other</b>	1) CMCSS administrators are compensated based on their school size and grade level(s). Differentiation of schools is noted on attachment 2) Teachers leading extra-curricular activities will be paid a supplement for additional time spent working with students	1) Compensation is added to base salary, and is dependent on school assignment and student enrollment on 20 <sup>th</sup> school day of each year, on a yearly basis. 2) Compensation is based on a set amount and number of years in position. See attached rate sheet	1) All school-based administrators are eligible for this differentiation ( 93) 2) All certified employees are eligible. Currently 425 extracurricular positions	1) 103,000 2) 1,185,368	1).10% 2)1.05%

